



THE GARDIAN

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Photo by Staff Sgt. Natalie Stanley

Master Sgt. Kody Zubrod, 153rd Command and Control Squadron, helps create mock deployment pallets for the 153rd Operations Group during preparations for upcoming inspections, April 14, 2012, at the Wyoming Air National Guard base. This exercise is part of the 153rd Airlift Wing's preparation for the upcoming Operational Readiness Exercise and Operational Readiness Inspection.

Please send *Guardian* submissions by COB the second Monday after UTA to:

153.aw.pa@ang.af.mil

Submissions that are not received by this date cannot be guaranteed inclusion.

Please feel free to submit article ideas, comments or corrections.

The Guardian is the unofficial newspaper published by the 153rd Airlift Wing Public Affairs Office for the members of the Wyoming Air National Guard. The opinions expressed herein do not necessarily represent those of the United States Air Force, the Wyoming Military Department or the Wyoming Air National Guard.



Maj. Bret Trippel, Lt. Col. Don Taylor, retired Brig. Gen. Stephan Pappas, Maj. Eric Green and Mr. Larry Atwell assist Lt. Col. Wade Tveter, Senior Master Sgt. Michael Baillie and Senior Master Sgt. Eric Smith present Employer Support of the Guard and Reserve Patriot Awards to members of Dyno Nobel. The Patriot Award recognizes supervisors, co-workers and the business or company, by the servicemember, to say 'thank you' for supporting their military duty. The award recognizes the recipient for contributing to national security and protecting liberty and freedom by supporting employee participation in America's National Guard and Reserve Force.

Defense travel system

Are you worried about using the new Defense Travel System? You're not alone. The Defense Travel Management Office has published the Defense Travel Dispatch, Spring 2012 edition, to answer frequently asked questions, help you correct common DTS errors, and many other helpful tips.

Follow the link provided below to help you with your travel concerns:

http://www.defensetravel.dod.mil/Docs/Dispatch/Defense_Travel_Dispatch_Spring_2012.pdf

Commander's Corner



Col. Stephen E. Rader
153rd Airlift Wing commander

“Try to keep a positive attitude and have as much fun as possible.”

Col. Stephen E. Rader

Here we go with our first Operation Readiness Exercise away from home station as we prepare for the real thing in June 2013. This first deployed exercise will be a Field Training Exercise (FTX) to Camp Guernsey, Wyo. Already there is much being learned by our commanders and unit deployment monitors. We will do a couple days of training on Operation Readiness Inspection-type knowledge issues such as sweep teams and transition points. That will be followed by a day and a half war game to test what we just learned. This will test our deployment processes and give everyone a chance to check their equipment to make sure they have what they need. Many mistakes will be made as we conduct this valuable training. The important part is to learn from those mistakes and keep them from happening when we are being graded for our actual ORI. Try to keep a positive attitude and have as much fun as possible.

The next push coming up will be all about readiness. Readiness is a measure of how well prepared the unit is to meet wartime taskings. It involves making sure that everyone in a deployable position, which is almost everybody in the wing, is trained, ready and capable of being deployed. Empty slots on our manning documents reduce our readiness. Those individuals who are not fully trained in their AFSC are not ready. Those who have medical issues preventing them

from deploying are not ready. Those who have not completed their annual ground training requirements are not ready. The number of empty slots and personnel in the wing who are not ready is way too high. We will be concentrating on reducing those numbers in the coming months. As the military looks for potential cuts to reduce their budget, readiness status will become an important factor in determining what units survive.

Speaking of budget cuts and unit survival; the wrangling over the 2013 Presidential Budget (PB13) continues. As many of you are now aware, our 187th Aeromedical Evacuation Squadron was identified as constituting part of the 5,100 ANG personnel cut starting in October 2012. The adjutants general, governors and Congress have weighed in to save some of those cuts. The end result may not be known for some time. In fact, being an election year, it may be this time next year before the final outcome is known. In the mean time, I ask that we all continue to focus on the mission. Continue to recruit and train to our current authorized strength. Leadership will do all within our power to take care of our personnel regardless of the final outcome. In the mean time, everyone can do their part by continuing to perform their duties at the highest level possible. That's what makes us “The Best Wing in the USAF!” Thanks for all you do! 🇺🇸

Chief's Perspective:

Now is the time for bold leadership



Chief Master Sgt. of the Air Force
James Roy

Senior Enlisted Leaders,

In my recent travels I have been hearing more and more requests for written guidance -- specifically, direction on when to give decorations and policy on EPR ratings. I consistently get asked:

“If an Airman fails a PT test, should he/she be automatically non-recommended for a decoration?”

“Should our best Tech Sergeants be recommended for Meritorious Service Medals?”

“Why is there no limit to the number of Airmen that can earn a 5 EPR rating?”

The idea that our trained supervisors want HQ-level direction on these issues disturbs me. What does it say about enlisted leaders when we ask for a list of specific options to pull off the shelf and plug in to a

given situation?

Supervisors are empowered to determine when an Airman should be recommended for a decoration, and which decoration should be recommended. Guidance for this responsibility is clearly stated in AFI 36-2803, The Air Force Awards and Decorations Program.

We don't need policy to mandate that a decoration will or will not be recommended after one PT failure, and we don't want guidance stating that we can or cannot recommend our best Technical Sergeants for Meritorious Service Medals. In fact, AFI 36-2803 clearly forbids establishing these kinds of set conditions for denying or downgrading decorations. We need to retain the option to make decisions on a case-by-case basis. As the leaders on the ground with firsthand knowledge about the situation, we are in the best position to make those decisions.

Supervisors should also specifically define what warrants their highest annual EPR rating and help Airmen earn that rating through development (education, training and experience). This is supposed to be documented through our feedback system. The last several times I have spoken to large audiences of Airmen, I asked how many were getting the appropriate required feedback. The response in all cases was extremely disappointing.

Establishing, communicating

and maintaining clear standards is a fundamental building block of leadership. Our leaders are charged with preparing Airmen to meet Joint force mission requirements. Part of the challenge in doing that is taking time to define goals, provide support to achieve them, and make case-by-case decisions on EPRs and decorations for each individual Airman. It seems like many of our Airmen are hoping for a set of one-size-fits-all solutions so they can delegate the tough decisions to policy.

Supervisors need to understand they are not “taking care of Airmen” by recommending decorations and giving ratings Airmen haven't earned. In fact, this cripples Airmen -- and weakens the entire system -- by setting standards too low. As leaders, we should refuse to lower our standards to meet poor performance; instead, we should work to increase our Airmen's performance to meet our highest expectations.

Our supervisors need to be reminded that there is no shortcut to developing tomorrow's leaders. We cannot create a set of pre-defined courses of action that will adequately meet the needs of every situation.

We are growing the Airmen who will lead tomorrow's force. It's not a simple task, and it requires dynamic leadership.

We will not replace that leadership with policy. 🇺🇸

MAFFS II training conducted at the WyANG



Staff Sgt. Natalie Stanley
153rd public affairs specialist

Select C-130 cargo plane crews with the Wyoming Air National Guard's 153rd Airlift Wing began preparing for their mission to fight fires from the air with a new training regimen centered on practicing in Wyoming.

The Airmen conducted annual Modular Airborne Firefighting System II training with the U.S. Forest Service at the Wyoming Air National Guard Base, Cheyenne, Wyo., and Camp Guernsey Joint Training Center, Guernsey, Wyo., during the week of April 16.

During training, the WyANG works closely with the forest service, who owns the MAFFS units, to accomplish the mission.

Training in the past required all four MAFFS units from across the country, three Air National Guard and one Air Force Reserve, to meet in one spot; however this year's training is new and more efficient, with the forest service coming to Cheyenne to train Wyoming's Airmen.

"We have forest service liaisons here every time we operate MAFFS, helping us out, getting the mission done," said Capt. Tim Ray, aircraft commander, "and of course we try to help them as best we can, too."

The MAFFS system was established in the 1970s and uses Air National Guard aircraft to release fire retardant and water from tanks onboard the aircraft.

The MAFFS II system was implemented in 2011 and has several improvements over the old system includ-



Airmen assigned to the 153rd Airlift Wing, Cheyenne, Wyo., prepare to load a U.S. Forest Service Modular Airborne Firefighting System II onto a Wyoming Air National Guard C-130, April 13, 2012. The annual training maintains currency and upgrade qualifications for pilots, aircrew and ground crews in preparation for the fire season. (U.S. Air Force photo by 1st Lt. Rusty Ridley)

A C-130 assigned to the 153rd Airlift Wing, Wyoming Air National Guard, drops water during Modular Airborne Firefighting System (MAFFS) training April 16, 2012, over Camp Guernsey Joint Training Center, Wyo. Annual training is conducted to maintain currency and upgrade qualifications for pilots, aircrew and ground crews in preparation for the fire season.


A U.S. Forest Service lead plane directs two C-130s from the 153rd Airlift Wing, Wyoming Air National Guard, during Modular Airborne Firefighting System (MAFFS) training April 16, 2012, over Camp Guernsey Joint Training Center, Wyo.

ing: a more efficient spray pattern; a new trigger system and more dispersal options; an air compressor to assist in reloading water and retardant; and the aircraft is now able to fly with the back end closed, keeping it pressurized, enabling the aircraft to fly higher and operate more fuel efficiently.

"It's a great asset to the forest service for firefighting capabilities, bringing in the aerial assets," said Ray. "A lot of the civilian tankers right now are down for various maintenance reasons, so they rely on MAFFS as a backup firefighting force."

The training encompasses upgrades, and recurring and new training for the various crew positions.

MAFFS planes, accompanied by forest service lead planes, fly from the WyANG Base to Camp Guernsey, to drop water.

"MAFFS is the most challenging training that we do," said Ray, "you really have to keep your skills sharp and your training current to make sure that your staying safe while fighting the fires." 



photos by Dewey Baars





AROUND THE WYANG

1. Tech. Sgt. Allen Hollenbeck, a flight engineer, and 1st Lt. Will Dyke, co-pilot, both with the 30th Airlift Squadron, 153rd Airlift Wing, Wyoming Air National Guard, work on the flight deck of a Wyoming Air National Guard C-130 cargo plane, April 13, during a training flight for the 187th Aeromedical Evacuation Squadron. (photo by Army 1st. Lt. Christian Venhuizen)



2. Airman 1st Class Eric Tollis, 153rd Logistics Readiness Squadron, Small Air Terminal, helps transport mock deployment pallets for the 153rd Operations Group during preparations for upcoming inspections, April 14, 2012, at the Wyoming Air National Guard Base, Cheyenne, Wyo. (U.S. Air Force photo by Staff Sgt. John Galvin)

3. Chief Master Sgt. Nancy Breckenridge, incoming 153rd Airlift Wing command chief, thanks Chief Master Sgt. Thomas Loftin, outgoing 153rd Airlift Wing command chief, for his six years of service as the 153 AW command chief, during the change of authority ceremony, April 14, 2012, at the Wyoming Air National Guard Base, Cheyenne, Wyo. (U.S. Air Force photo by Staff Sgt. John Galvin)



4. The 153rd Operations Group creates mock deployment pallets during preparations for upcoming inspections, April 14, 2012, at the Wyoming Air National Guard Base, Cheyenne, Wyo. This exercise is part of the 153rd Airlift Wing's preparation for the upcoming Operational Readiness Exercise and Operational Readiness Inspection. (U.S. Air Force photo by Staff Sgt. Natalie Stanley)

5. Retired Air Force Lt. Col. Jim McHugh and Lauren Breckenridge, father and daughter of Chief Master Sgt. Nancy Breckenridge, incoming 153rd Airlift Wing command chief, congratulate the chief during her change of authority ceremony, April 14, 2012, at the Wyoming Air National Guard Base, Cheyenne, Wyo. (U.S. Air Force Photo by Staff Sgt. John Galvin)





AROUND THE WYANG



Wyoming Air National Guardsmen 2nd Lt. Michael Ryan, of Greeley, Colo., and 1st Lt. Jodi Smith, of Bridgeport, Neb., load medical equipment on board a C-130 cargo plane, at the Wyoming Air National Guard Base, in Cheyenne, Wyo., April 13, 2012, for a training mission. Both lieutenants are flight nurses with Wyoming's 187th Aeromedical Evacuation Squadron. The unit specializes in providing air ambulance services aboard Air Force cargo planes, transporting the sick and wounded from combat zones to safer locations. (photo by Army 1st Lt. Christian Venhuizen)



<u>AFSC</u>	<u>Job Title</u>	<u>Closing Date</u>
46F/N3 or 41A3	187 Aeromedical Evacuation Squadron Commander	8 May 12
2A676	Master Sergeant Electro-Environmental Shop	9 May 12
38F3	Force Support Officer	6 Jun 12
3S0X1	Human Resource Assistant	6 Jun 12
44M3	Internist	Open Until Filled
48R3	Residency Trained Flight Surgeon	Open Until Filled
48R3	General Medical Officer	Open Until Filled

please visit link below for a detailed jobs listing
<http://wyomilitary.wyo.gov>

All applications must be submitted by the closing date listed on the advertisement to
 Master Sgt. Denise Hondel
 153 AW/FSS
 217 Dell Range Blvd.
 Cheyenne, WY 82009-3320
 307-772-6457

The Wyoming Military Department is an equal opportunity employer. Selection for all positions will be made without regard to race, religion, color, national origin, sex, political affiliation or any other non-merit factor. This applies to ALL vacancies within the Wyoming Military Department.

Job announcements must be sent directly to FSS, not to the Public Affairs office. The format must include, Position Title, Grade, Officer/Enlisted (both), other special qualifications. The requested announcement may be sent to Master Sgt. Denise Hondel, Tech. Sgt. Victoria Lopez, or Maj. Rachel Bennett for submission. Questions on posting job announcements may be directed to Maj. Rachel Bennett, 307-772-6320.

We Salute

Promotions

Airman 1st Class Brian Dunlap
Senior Airman Michael Curry Jr.
Senior Airman Shawna Holwell
Senior Airman Mackenzi Linde
Senior Airman Cody McCann
Tech. Sgt. William Clark Jr.
Tech. Sgt. Dennis Trejo
Maj. Carl Johansen
Maj. Pedro Rampolla
Lt. Col. Michael Poynter
Col. Peter Linde

Retirements

Chief Master Sgt. Susan Nagel

Wyoming Air National Guard
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